



2023

EDI Progress Report



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STRATEGIC PRIORITIES

Equity, Diversity and Inclusivity

1. Build Trust
2. Build Relationships with Diverse Communities
3. Address Systemic Barriers
4. Create a Diverse Workplace
5. Ensure a Culturally Competent Membership
6. Champion an Inclusive Organizational Culture



POLICY

It is the Policy of the Cornwall Police Service to:

- a) Provide the fullest possible services in a prompt, fair, and equitable manner to all persons, without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability contrary to the Ontario Human Rights Code;
- b) Extend fair and equal treatment under the law to every community and individual without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability contrary to the Ontario Human Rights Code;
- c) Maintain a respectful and co-operative relationship with all communities recognizing their racial, cultural, religious and linguistic diversity, thereby fostering the kind of community support that is essential to maintain a safer community together; and,
- d) Maintain a discrimination-free workplace for all members, ensure that the organization is bias-free, and that it reflects the racial diversity of the community.

TRAINING

Starting out in such a new position, the EDI coordinator was fortunate to attend an inaugural EDI training opportunity developed by the Ontario Association of Chiefs of Police (OACP). This was a five-day, in person conference that was specific to Policing organizations. Best Practices, Inclusive Leadership and Community Engagement were just a few of the topics covered.



Each year, CPS invests in EDI-related training which is mandatory for all members to attend. In 2023, CPS offered a full day covering such topics as: Homelessness, Food Insecurity, Immigration Experiences and making our own smudge feather in partnership with the Native North American Traveling College (NNATC).

We were also fortunate enough to host training on Transforming Workplace Culture: Skills Training facilitated by Bernardi Law. The focus was on equipping those in leadership and supervisory roles with the practical tools and scripts to assist in addressing and preventing workplace harassment including bullying, sexual and gender-based harassment and racism. The goal was to help those attending to gain a greater understanding of the importance of their role, including how to be effective role models, managing in the moment, throughout their work every day.

Every newly hired employee continues to receive EDI specific training as a part of their on-boarding process.



COMMUNITY PARTNERSHIPS

We have been privileged enough to strengthen our partnerships with several of Cornwall's diverse communities. Being invited to attend celebrations and special events has been a wonderful experience.



Internally, we recognized such commemorative events as Pride and National Day for Truth & Reconciliation. We also acknowledged The National Day of Remembrance, Action on Violence Against Women, Missing & Murdered Indigenous Women & Girls. We were also invited to join the Children's Aid Society of SD&G in participating in the Moose Hide Campaign.

Our social media campaigns highlighted Black History Month, Asian Heritage Month, and Indigenous Heritage Month.

We sought opportunities to bring public awareness on our social media platforms by highlighting various celebrations such as Ramadan, EID, Holi, Diwali, Bodhi Day, Hanukkah, Las, Posadas, Kwanza, Lohri and the Lunar New Year. The intention was also to raise internal awareness, increase education and be inclusive of others.



We helped plan and participated in the International Day of the Girl event in partnership with Sexual Assault Support Services of Cornwall & SDG, Maison Interlude, Big Brothers Big Sisters of Cornwall & District and l'Équipe psycho-sociale.



CELEBRATIONS

Attending celebratory events in the community was a highlight last year. Some of these events included:

- Filipino Festival
- African Caribbean & International Association of Eastern Ontario BBQ, and holiday gala
- PRIDE parade
- Afro-diversity launch
- Friendship day at Native North American Training College
- Cornwall Islamic Foundation Fun Fair
- Akwesasne Pow-Wow
- Festivale des sports et des cultures
- Cornwall Malayali Association - Onam
- TR Leger School of Adult, Alternative and Continuing pot luck
- Drag Storytime
- Association canadienne-française de l'Ontario Welcoming Breakfast



The Cornwall Police Service was proud to paint areas around the city with orange walks and white eagle feathers to commemorate National Day of Truth and Reconciliation.

In partnership with the Cornwall Community Hospital and the City of Cornwall, we were able to purchase orange shirts from a local woman-led indigenous art collective.



One of the highlights was being able to facilitate a tour of the Cornwall Police Service Headquarters for the Cornwall Islamic Foundation summer school.

These students were able to get a comprehensive tour of the building, meet several officers, and enjoy some time with our service dog, Joy.



CULTURE FEST

2023 marked an important event for Cornwall as the CPS along with Social Development Council of Cornwall & Area partnered to have the City's first Culture Fest, an event that celebrated the diversity of Stormont, Dundas, Glengarry, Cornwall, and Akwesasne (SDGCA) communities.

The event featured live performances, exhibitions, workshops, local cuisine, and vendors. The festival aimed to promote cultural understanding and unity through cultural heritage and diversity. This event was a tremendous success and will continue to be an annual event. More than 55 various vendors were in attendance and the day was filled with 17 performances. Cornwall Police Service used this as an opportunity to educate the public on our services and recruitment initiatives.



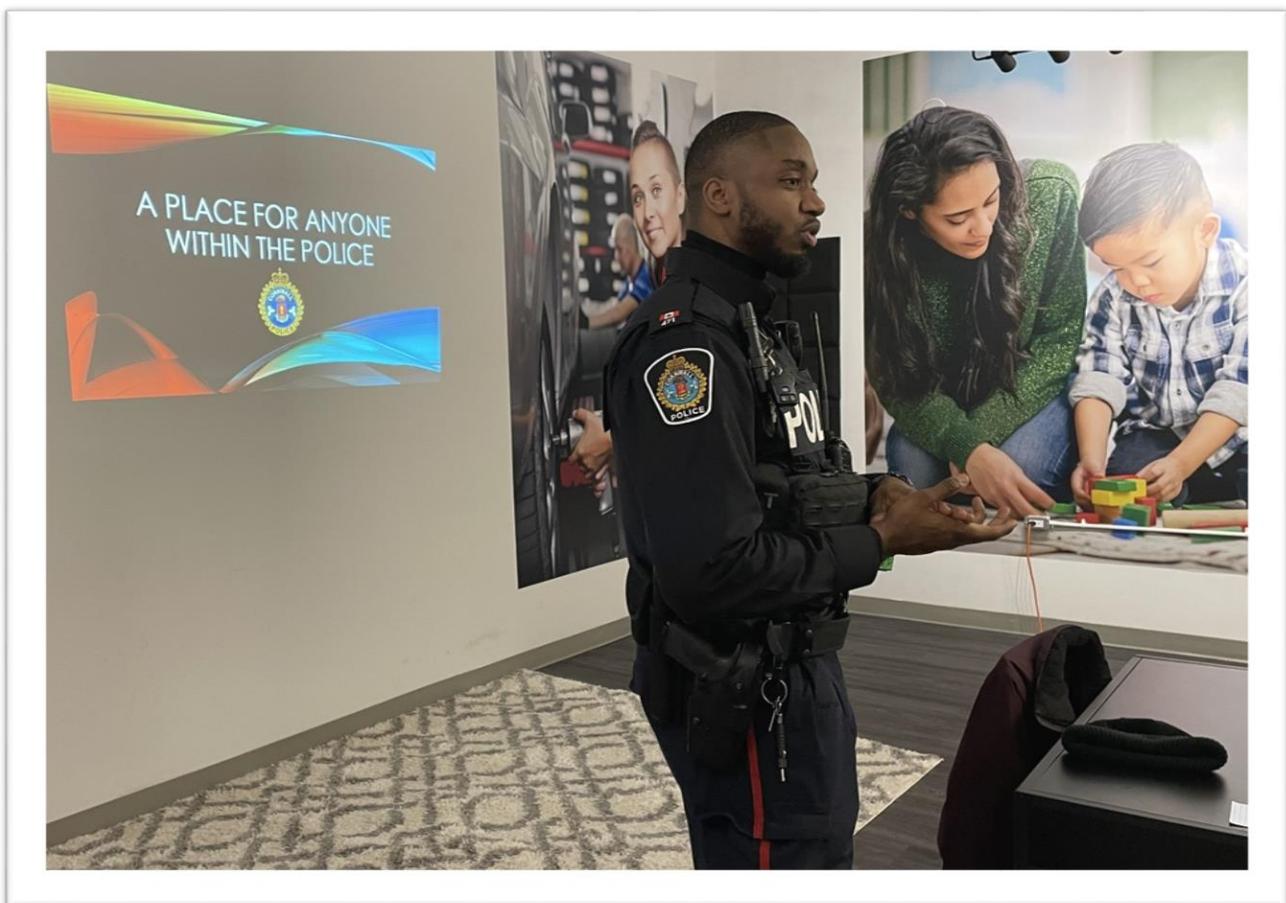
PRESENTATIONS

Presentations were made at Le Conseil Économique et Social d'Ottawa Carleton (CESOC), Devcore Hotel & Conference Centre, International Students and several public schools.

We continue to support Newcomers with presentations on introducing them to our community policing model, provide important information about their rights, how to access our services or call 911. It was also an opportunity to familiarize attendees with the police uniform, badges and vehicles.

With our partnership with CESOC, we have been able to increase the information in our presentations to reflect the needs of the newest members of our community. We have also provided presentations to asylum seekers at Devcore, TR Leger and to all international students attending St. Lawrence College.

For the first time last year we had the opportunity to partner up with the Upper Canada District School Board (UCDSB) and present to students the importance of fostering an inclusive culture and prevention of hate-based incidents.



RECRUITMENT

Diversifying talent acquisition has been a major focal point for the CPS over the last several years. The CPS continues to strive to promote and demonstrate the values of Equity, Diversity and Inclusion. We are committed to reflecting the diversity of the community we serve and have been encouraging qualified candidates of all backgrounds and abilities to apply. We have adopted strategies to ensure that any new job postings reach members of diverse communities.

In 2021, the CPS conducted an employee census survey to better understand the makeup of our police service. We are eager to conduct our next employee census in 2024 to determine whether our Service better reflects the diverse community we serve.

STUDENT MENTORSHIP

The Student Mentorship position is open to students who are enrolled in post secondary education. Cornwall Police Service has welcomed students in this position for the last three years. The successful student in 2023 was Aimen Shahzad. Aimen joined CPS as a temporary full-time student working mostly in the Records Department throughout summer months.



The goal of the Student Mentorship program is to provide diverse candidates with an equitable opportunity to gain work experience while at the same time learn about policing in the City of Cornwall.

The mentorship program aims to provide mutual learning opportunities for CPS employees.

Aimen shared the following feedback on her experience with CPS last summer: *Everyone was so kind and helpful to me. I worked mostly in the records department, and the whole staff there was great. They always helped me whenever I encountered any issues. I also loved how I was exposed to the different departments that work under the Cornwall Police Service. I liked the time I spent in Dispatch and with the Chief of Police. I also got the chance to go on a ride along with an officer, which was also very good as I learned some things about how Community Patrol and the Dispatch Center work together. The work environment was great too. All of them helped me a lot in my journey with Cornwall Police. It was a very great experience.*

I am originally from Pakistan, and I enrolled in 3 years business program at St Lawrence College. But when I got this summer opportunity, I became interested in policing, which made me switch from my 2 years business course to starting police foundations in September.

Thank you, Aimen!



YOUTH IN POLICING INITIATIVE (YIPI)

The CPS Youth in Policing Initiative (YIPI) is a paid personal, professional, and community development opportunity for Cornwall youth aged 15-18. The program is in partnership with Ontario's Ministry of Children, Community and Social Services (MCCSS).

This is a paid student position for 8 weeks (July 2, 2024 to Aug. 23, 2024). The successful candidates will work 32 hours per week and are required to attend in person.



As a Youth in Policing Student, we want all members to be U.N.I.T.E.D.

Understand and appreciate diversity

Navigate their future through setting personal and professional goals

Involve themselves as leaders in the community

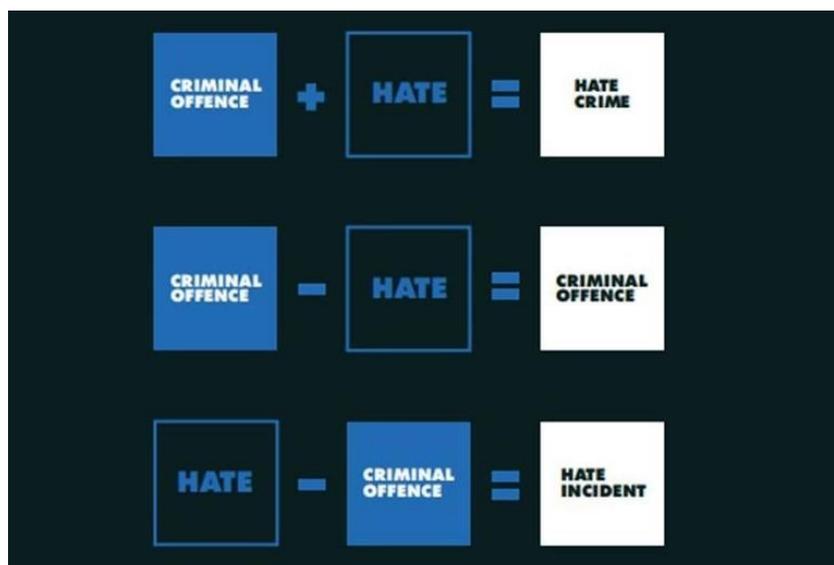
Think and reflect globally

Empower others to be ambassadors of change

Discover policing beyond the uniform

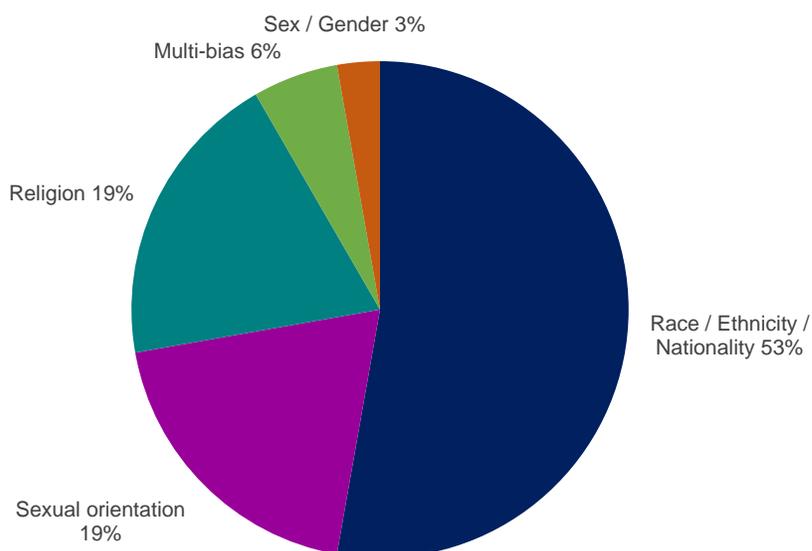


HATE CRIME



At the beginning of 2021 CPS implemented the EDI Pillar of our Strategic Plan. One of our objectives was to enhance awareness regarding Hate Motivated Incidents and Hate Crime, as well as to increase reporting of these incidents to police. Since that time, there has been a significant increase in the number of hate crimes/incidents reported to police. Specifically, between 2020 and 2023, there has been a 300% increase in incidents. In 2023 alone, 36 reports were filed and the majority (53%) stemmed from incidents of hate towards the complainant and/or victim's Race/Ethnicity/Nationality, followed by Sexual Orientation and Religion.

In 2023, there were seven people charged with 23 offences in which the incident involved an element of hate.



COMMITTEE

Another accomplishment in 2023 was the formation of an EDI Committee at the Cornwall Police Service. This passionate group of individuals meet monthly to set goals and promote EDI.



A sub-committee was also started that focuses on an internal EDI Newsletter to keep our members informed.

Dec 2023

Equity, Diversity & Inclusivity Newsletter

CELEBRATIONS AROUND THE WORLD

Why say happy holidays? It's an inclusive way of wishing someone well and showing that you respect and value whatever tradition they observe. It creates space for everything that can be celebrated. Recognizing holidays that support inclusion is important because it helps to create a fair, inclusive space where everyone feels a sense of belonging.



December 8 - Bodhi Day: this Buddhist tradition has become a celebration of enlightenment and a day for remembrance, meditation and chanting.



December 7-15 - Hanukkah: A Jewish holiday also known as the Festival of Lights, The most well-known symbol of this celebration is the menorah. One candle is lighted each day during Hanukkah.



December 16-24 - Las Posadas: a religious festival celebrated in Latin America, Mexico, Guatemala, and Honduras.



December 21 - Winter Solstice: Many cultures mark this day with festivals and special rituals, such as Scandinavia's St. Lucia, Chinese Dong Zhi, Iranian Shab-e Yalda, Peruvian Inti Raymi, Japanese Toji, and a number of Indigenous celebrations.



December 25 - Christmas Day: This day celebrates Jesus Christ's birth over 2000 years ago. It is the most widely observed Christian festival of the year. In most communities it is a family day.



MULTI-LINGUAL SIGN

A new multi-lingual welcome sign was installed at the Cornwall Police Service.

It is located in the front lobby above the welcome desk.



EDI COMMUNITY TABLE

Recognizing the importance of having a unified front in addressing EDI initiatives, the Community EDI Table was formed in partnership with Children's Aid Society of SDG, Social Development Council of Cornwall & Area, United Way and l'Équipe psycho-sociale.

We hosted two in-person meetings and started developing strategies to address EDI in the workplace and the community.

We have had more than 40 community organizations actively participate.

Through the Community Table, there was a two-day intensive training session hosted by the Prairie Centre for Racial Justice on anti-racism and anti-oppression. Members of the Cornwall Police Service's Senior Leadership Team benefited from this important training, which has provided us with the framework that will strategically guide us moving forward.



The Children's Aid Society
La Société de l'aide à l'enfance
 of the United Counties of | des comtés unis de
Stormont, Dundas & Glengarry

We are here to help.



United Way
Centraide
Stormont, Dundas
& Glengarry

Social Development Council
of Cornwall & Area
building stronger communities



Conseil de développement social
de Cornwall et de la région
renforcer les communautés



Équipe psycho-sociale



LOOKING AHEAD

The Cornwall Police Service's work in EDI and anti-oppression is long term and continuous.

EDI is a value system that isn't only about our actions while at the workplace. It is reflected in all aspects of our lives, when we leave work, with our families and friends. This work is intended to strengthen relationships that are essential to inspiring the community's trust, while enhancing its safety and wellbeing.

We look forward to continuing this journey within our service as well as working alongside our partners across the City of Cornwall.



